

CENTRAL INTELLIGENCE AGENCY

REPORT

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COUNTRY Poland

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SUBJECT Polish Plan to Replace Prewar
Industrial Specialists

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1. In accordance with the general policy laid down by the Polish Workers' Party (PPR), the Ministry of Industry and Trade, as of 1950, is to cease employing prewar specialists (aged approximately 50 years) in leading or important posts, who although PPR members, do not offer sufficient guarantees of political reliability.
2. The year 1950 would be the period when technicians of the new formations could, if really necessary, replace older elements. The ministry realizes, however, that the younger ones lack not only technical knowledge but also practical experience in administration and industrial organization.
3. In order to remedy this, the Institute of Organization and Management (Instytut Organizacji i Kierownictwa) at Warsaw is starting in 1949 so-called advanced courses on organization and administration covering the following subjects in approximately 150 hours:
 - a. Scientific organization of work.
 - b. Systems of pay.
 - c. The technique of the industrial plan.
 - d. Utilization of the human factor.
 - e. Industrial statistics.
 - f. Industrial security and hygiene.
4. The courses will be held in industrial centers such as Warsaw and Krakow and Silesian cities.
5. The pupils are chosen by personnel departments from among the most active members of PPR sections in factories, without much attention being paid to their technical ability. Nevertheless, priority is given to individuals having a higher technical education, but on condition that they are of proletarian origin and that their past is politically blameless.
6. The department of cadres of the Ministry of Industry and Trade envisages 1950 - 1951 as the limit of the period in which specialists of the old type should have passed on their knowledge and experience to an extent sufficient to allow their replacement by the new element, assuming the latter are wholly reliable from the political point of view.

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